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## Behavior and Enrichment Volunteer

### Description:

Behavior and Enrichment is responsible for evaluating all animals at NOCO Humane and determining animal outcomes, as well as daily monitoring to ensure each animal receives individualized support and enrichment.

### Objective:

To carry out NOCO Humane's vision, mission, and strategic goals via animal enrichment and training, staff involvement, and delivering animal specific information to our public that will minimize an animal's stay at our shelter and ensure loving homes for animals in our care. Behavior and Enrichment volunteers will be able to choose which species and area they would like to volunteer in.

### Supervision:

Directly reports to the Behavior Coordinators and Behavior Supervisor. Indirectly reports to the Shelter Manager. Must be able to self-start and work independently if behavior staff is not available.

### Requirements:

- ☐ Behavior and Enrichment Volunteers must be at least 16 years of age if volunteering alone
- ☐ Volunteers age 10-15 years may join our Partner-Up Program with a parent or trusted adult who is 18 years or older
- ☐ Volunteers over the age of 18 must complete a national criminal background check and sex offender search
- ☐ Ability to read animal body language and respond appropriately, as well as maintain a calm and quiet attitude at all times - no loud talking, no agitated or quick movements
- ☐ Read and understand signage in the kennel area and around the shelter
- ☐ Respond quickly and appropriately to verbal instruction and conduct duties without unnecessary disruptions to staff or clients
- ☐ Physically able to control the animals being worked with - walking dogs, carrying cats, etc.

### Behavior and Enrichment Commitment:

Behavior and Enrichment Volunteers must be able commit to a minimum of 2 hours per week for a minimum of six months.

### Working Conditions:

All volunteer work will be performed in the animal shelter setting. There is a potential for exposure to zoonotic diseases and cleaning chemicals, exposure to dangerous and fractious animals, exposure to high noise levels when in kennel area, and a potential for animal bites and scratches while handling animals

### Physical Activities:

Potential to lift of up to 50 pounds unassisted; kneeling, squatting, bending, walking dogs on a leash, handling animals of all temperaments, animal restraint

### Training:

- ☐ Attend a Volunteer Orientation
- ☐ Interview with a Behavior Coordinator or Behavior Supervisor
- ☐ Attend hands-on Animal Handling Training
- ☐ Attend on the job first shift training

### Behavior & Enrichment Volunteer Positions:

#### SMAM Socializer

Do you love rabbits, guinea pigs, chickens or lizards? This role is perfect for you! SMAM socializers spend time with our critters, non dog or cat animals, that come to LHS and provide fun activities such as cuddling, floor time, clicker training, re-structuring their habitats and providing fun treats and games! Not into all "critters"? No problem! You are only required to socialize with the species you feel comfortable with. No previous experience required.

#### Cat Cuddler

Cat Cuddlers spend time with our adoptable cats by reading, petting, giving treats and toys and playing. Our cats have a variety of personalities from frisky felines, to wallflowers, to party animals. You will help our companion cats feel more comfortable during their stay and prepare them for adoption. No previous experience required.

### **Cat Confidence Boosters**

Do you have a knack for working with shy cats? We are seeking calm, patient individuals to spend time with our overwhelmed and scared cats who need a patient, loving and quiet companion to help them settle into the Shelter. These cats enjoy reading, soft music, and space. Sometimes providing love and kindness isn't all pets and cuddles. Previous cat volunteer experience or 6 months cat cuddler role required.

### **Spicy Cat Socializers**

LHS see's hundreds of undersocialized or feral kittens annually and we need your help to get them ready for life as pets! These kittens come from a variety of backgrounds and are spicy little peppers. From the habanero hissers to the serano shakers, these little kittens require a little patience, confidence building and a whole lotta wet food to learn that people are actually pretty nice! Previous cat volunteer role required; some flexibility if previous feral kitten socialization experience.

### **Walking Buddies**

Our adoptable and soon to be adoptable dogs need 2-4 daily walks! Help these kids stretch their legs, work their noses and get their ya-yas out as a Walking Buddies volunteer. Role is not limited to walks only; training, playing in the yards, providing toys and games and a variety of other fun games are always encouraged. No experience necessary.

### **High Needs Helpers**

Some dogs have less resistance to stress, are easily overwhelmed or come to LHS with higher needs. These dogs typically exhibit more jumping and mouthing, more stress, less focus and require more stimulation both mentally and physically. Help our highest need dogs long walks as well as with sniffaris, long-line walks, obedience training, setting up puzzles or teaching new sports! We require previous Shelter volunteer experience with dog walking or 4 weeks of Walking Buddies role.

### **Canine Academy Assistants**

Some dogs come to LHS and are not quite ready for adoption. Some lack basic manners, have acquired inappropriate behaviors, need to have their emotional cups filled prior to being ready to learn, or have behavioral quirks we are trying to alter. This role focuses on a choice based, positive reinforcement behavior modification philosophy. Previous dog training experience requested, minimum 6 months previous dog volunteer experience required. Exceptions can be made for volunteers with professional experience.

### **Dog Evaluation Assistant**

Act as a handler and assistant with a Behavior and Enrichment Coordinator or Supervisor. You will receive one-on-one training on how to evaluate risk for the adoption of canines, learn about our Assess-a-Pet, the assessment process that we utilize and help with dog to dog tests. This role requires at least 6 months volunteer experience or comparable experience.

### **Clicker Club**

Learn the basic tenets of clicker training with Sheri Gitner. As a weekly club, you will learn how to use a clicker in training, the concepts behind positive reinforcement training and can use your skills when working with dogs, cats or critters! Harness and fine tune your skills with our multi-level training club.

### **Playgroup Host**

LHS hosts Shelter Playgroup Alliance modeled play groups based on choice, control and consent. In this model, we consent test two dogs at a time and host one-on-one playgroups with dogs. Dogs are allowed to partake in play or can opt out if they aren't interested or if the dog we are trying to pair them with is not a good fit. For this role, you must work with a staff member or another volunteer who is trained and certified to host play groups. 6 months of volunteer experience required.

### **Enrichment Prep Assistant**

Animals at NOCO Humane receive enrichment on a daily basis to fulfill their basic instincts and natural needs, as well as provide entertainment when they are in their kennels. These are brain games, toys and other fun items that help animals in a shelter environment to occupy their alone time, makes them feel more comfortable and safe, and helps them remain mentally healthy. This is the most vital role for the Behavior and Enrichment team.

### **Dress Code:**

- ☐ Green volunteer t-shirt
- ☐ Closed-toe shoes
- ☐ Pants
- ☐ Please note that you will be working with and around animals so be aware that clothing may get dirty.

### **Department Contact Information:**

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